

STATE OF NEW JERSEY
AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA
FOR STATE GOVERNMENT EMPLOYEES

INTRODUCTION

The next group of charts shows the distribution of employees by length of service and age, and presents information on separations and hiring of employees in State Government service. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 2001 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 2000 (the darker-colored columns). The length of service data indicate that the average length of service in the State Government workforce is still 13 years. There are more employees with less than ten years of service than there were last year, which reverses a five-year trend. There are fewer individuals aged 60 or older than there were last year, which reverses the direction indicated in last year’s profile.

On Page 13 we compare separations during Fiscal Years 1999 and 2000 sorted by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, separations decreased slightly during FY2000 as compared to FY1999, but the proportion of separations involving employees with one to four years of service rose dramatically. Pages 14, 15 and 16 present additional data for separations from State Government service.

We also present similar statistics for hiring activity in State Government. The overall number of hires during the last ten fiscal years is presented on Page 17, and the average salary for full-time employees hired during the same period is represented graphically on Page 18. The lowest number of hires and the highest average salary for new hires occurred in FY1993. The most recent information shows that while hiring was up each consecutive year since FY1996, the average salary of individuals hired has been approximately the same since FY1995. The most significant increases in hiring occurred in FY2000.